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TRANSMITTAL FORM (to be used for all correspondence after initial filing)	Application Number	09/672,483	
	Filing Date	September 28, 2000	
	First Named Inventor	McElroy, Sr. et al.	
	Group Art Unit	2177	
	Examiner Name	DEC 1-8 2000	
Total Number of Pages in This Submission	7	Attorney Docket Number	12714US01

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ENCLOSURES (check all that apply)		
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Remarks The Commissioner is hereby authorized to charge any additional fees which may be required or credit any overpayment to Account No. 13-0017.		

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SIGNATURE OF APPLICANT, ATTORNEY, OR AGENT	
Firm or Individual name	Ronald E. Larson, Esq. McAndrews, Held & Malloy, Ltd.
Signature	<i>Ronald E. Larson</i>
Date	December 6, 2000

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UNITED STATES PATENT AND TRADEMARK OFFICE
(Attorney Docket No. 12714US01)

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In the Application of:

MARK W. McELROY, SR.

Serial No.: 09/672,483

Filed: September 28, 2000

For: METHOD FOR IMPROVING
ORGANIZATIONAL LEARNING
AND INNOVATION

CERTIFICATE OF MAILING

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Ronald E. Larson
Reg. No. 24,478

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INFORMATION DISCLOSURE STATEMENT

Assistant Commissioner for Patents
Washington DC 20231

Dear Sir:

Pursuant to 37 C.F.R. § 1.56, it is respectfully requested that the following references be
considered in the examination of the above-identified patent application:

US PATENT NO.	DATE	NAME
6,064,971	05/16/00	Hartnett
6,058,413	05/02/00	Flores et al.
6,032,141	02/29/00	O'Connor et al.
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6,029,043	02/22/00	Ho et al.
5,684,964	11/04/97	Powers et al.
5,331,545	07/19/94	Yajima et al.
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5,016,170	05/14/91	Pollalis et al.
4,895,518	01/23/90	Arnold et al.
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The above-identified reference(s) are listed on the attached PTO Form 1449, and copies are also enclosed herewith.

This submission is in no way intended as an admission that the above-cited references constitute prior art under any subsection of 35 U.S.C. § 102. Applicant expressly retains the



right to take any actions necessary to remove the above-cited references from the available prior art.

The Commissioner is hereby authorized to charge any additional fees which may be required or credit any overpayment to Account No. 13-0017.

Respectfully submitted,

Ronald E. Larson
Registration No. 24,478
Attorney for Applicant

December 6, 2000
Date

MCANDREWS, HELD & MALLOY, LTD.
500 W. Madison, 34th Floor
Chicago, IL 60661
Telephone: (312) 775-8000
Facsimile: (312) 775-8100

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